



# All India Graduate Engineers & Telecom Officers Association Kerala Telecom Circle

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No: AIGETOA/KRL/Genl/17-18/9

dated: 26 /08 /2017

To,

**Sri. Anurag Singh Thakur ji**  
**Hon. Chairman**  
**Parliamentary Committee for IT**  
**Govt of India**

Respected Sir ,

With due respect , We, extend our profound thanks for your guidance in revival of BSNL, on behalf of all BSNL Recruited Engineers & Account Officers under the umbrella of AIGETOA [All India Graduate Engineers & Telecom Officers Association]

BSNL is on its revival path under the patronage of current NDA Govt, after successive years of losses. The company's operating profit has increased from Rs. 672 Crore in 2014-15 to Rs. 3854 Crore in 2015-16 and the operating profit of 2016-17 is expected even higher.

Sir, In BSNL there are two categories of lower/middle level executives- the ones absorbed from DoT and Directly Recruited (DR) Executives having Qualification of B.Tech/BE/CA/ICWA etc. You would appreciate in any company, if the employees are motivated enough, could do wonders for their organization. Here at BSNL's directly recruited executives, who once were envisaged to be filled up middle level management posts, are yet to find their basic career prospects in place. The young work force is demoralized like anything by the BSNL management's indifference towards clearing their legitimate issues. Sir, the decisions on the basic rights of DR Executives are still at the mercy of BSNL/DoT; and is kept pending till now. We would like bring the issues in nutshell for your kind consideration and persuasion.

1. **E2-E3:** Even after the lapse of 17 years since its inception, BSNL is yet to finalize pay scales for JTO/SDEs. When all other PSU's accepted standard pay scales as per GOI 2<sup>nd</sup> PRC revision , the interim non-standard pay scales E1A-E2A are in the run in BSNL till now. BSNL's latest proposal to implement E2-E3 replacing the non-standard pay scales is moving table to table in DoT Offices and in a recent development DoT even negating with BSNL Board decision to offer E2 / E3 pay scales to JTO/JAO- SDE / AO level executives which created the total depression in the mind of young qualified executives. The DR Officers recruited after 2007 are the worst sufferers of non-finalization of pay scale, as they are losing Rs 6000/- to - 10000/- per month, which is likely to scale upwards , if a correct direction or decision is not taken. In simple side , the Equal work – equal pay also not extended to many batches .

2. **Promotion Avenues:** It is deeply demotivates that even after the span of 15years The DR-executives are yet to find their first promotion. Flawed promotion policy with no consideration on performance has totally disappointed the youngest of lot, who are projected as the flag bearers of the company in future. Implementing CPSU cadre hierarchy with fast path promotion based on performance/experience is the only solution to such a disturbing HR scenario. We request your kindness to do the needful in clearance of due promotions till 2017 and company may be advised to move to Performance based contemporary CPSU hierarchy at par with other PSUs in India.
  
3. **Superannuation Policies:** During BSNL formation, the erstwhile DoT employees were ensured with Govt Pension, and was decided that those recruited by BSNL were to be given with its own pension plans, which wasn't implemented. Later, 2<sup>nd</sup> PRC recommended to ensure 30% Superannuation benefits to the company employees from 01<sup>st</sup> Jan 2007, the same hasn't been implemented at BSNL keeping the future of direct recruits at dark. Till now a favorable decision to cater the BSNL recruits social security measures , pending to the tune of around 10% wef from 1-1-2007 , at par with other PSUs not taken care .

Sir, a good number of brothers left us untimely, and just to add to the woes, their dependent ones were left financially high and dry, with no supporting hand from the company their loved ones spent their life for.

When the telecom sector is changing real fast, a motivated and technically competent young lot at BSNL could take up the Govt Initiative in Digital India Mission and to make our nation better connected with tangibly better services. We humbly request your goodself favorable intervention in the mentioned points which will be boosting the executives in the company and towards better utilisation of motivated HR management which will surely make BSNL to scale to new heights.

Yours truly,

Trivandrum  
26-08-2017

Saheer. S  
(Circle Secretary)  
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Copy to

1. GS/ AIP , AIGETOA- CHQ , New Delhi